FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296813	6/1/2022

INSTRUCTIONS:

Eile an eriginal with NI DD	Regional Director for the region in v	uhi ah éha allamad uméairlaharne	antina annurrad ar ic annurring
riie an original with NERD	s Regional Director for the region in v	vnich the alieueu unian laboi bi	actice occurred or 15 occurring.

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT	ig.
a. Name of Employer	STERMONING FRIORICIPALOE IS BILLOUGH	b. Tel. No.
IAM CREST		(301) 967-4707
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
9000 Machnist Place	(b) (6), (b) (7)(C)	g. e-mail
MD Upper Marlboro 20772		h. Number of workers employed
		1
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
,	Employment safety/Vocational Services	
The above-named employer has engaged in and is engaged		8(a) subsections (1) and
(list subsections) 1		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		
meaning of the Act and the Postal Reorganization Act.	arming of the Act, of those arman labor practices are practic	.os dilocalig commorco warm the
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor prair	ctices)
2. Dusis of the offdige (see forth a dear and contest state	There of the facts constituting the alleged unital labor plat	Alocs)
See additional page		
filing charge (if labor organization, o	ive full name, including local name and number)	
(b) (6), (b) (7)(C) mility charge (ii labor digamization, g		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
(1) (2) (1) (7)(2)		4c. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4d. Fax No.
		Ta. Tax To.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate ar constituent unit the he filled in a	
3. Puli fiame of fiational of international labor organizatio	nor which it is an anniate or constituent unit (to be fined in v	men charge is filed by a labor organization)
6. DECL	ARATION	Tel. No.
	ove charge and that the statements	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) are true to the best of n	ny knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Taxito.
(b) (6), (b) (7)(C)		
Address	Date 06/01/2022 02:02:43 PM	e-mail (b) (6), (b) (7)(C)
		(6) (6), (6) (1)(6)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Concented activities.	
Work Rule	
Required to pay union dues	

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296813	7/19/2022	

FIRST AMENDED

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
IAM CREST		(301) 967-4707
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
9000 Machnist Place	(b) (6), (b) (7)(C)	g. C-mail
		1
MD Upper Marlboro 20772		h. Number of workers employed
		1
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	
1. Type of Establishment (lactory, mine, wholesaler, etc.)	The state of the s	
	Employment safety/Vocational Services	
The above-named employer has engaged in and is enga		
(list subsections) 1 (2) & (3)		bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
See additional page		
	give full name, including local name and number)	
(b) (6), (b) (7)(C) ling charge (if labor organization,	give full name, including local name and number)	
		4b. Tel. No.
(b) (6), (b) (7)(C) ling charge (if labor organization,		4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, ((b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization,		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, ((b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, ((b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, ((b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.
(b) (6), (b) (7)(C) ling charge (if labor organization, ((b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7) (c) ling charge (if labor organization, the second seco	(e)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, ((e)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7) (c) ling charge (if labor organization, the second seco	(e)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, state). 4a. Address (Street and number, city, state, and ZIP code). (b) (6), (b) (7)(C).	(e)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization)
(b) (6), (b) (7)(C) ling charge (if labor organization, (d)) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization (d)	enof which it is an affiliate or constituent unit (to be filled) ARATION ove charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, (d)) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code (d)) (6), (b) (7)(C) 5. Full name of national or international labor organization (d)	enof which it is an affiliate or constituent unit (to be filled) ARATION ove charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. N(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, the state of the labor organization) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization (6. DECL	enof which it is an affiliate or constituent unit (to be filled) ARATION ove charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization)
(b) (6), (b) (7)(C) ling charge (if labor organization, (d)) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization (d)	ARATION ovecharge and that the statements ny knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. N(b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(c) ling charge (if labor organization, (b) (6), (b) (7)(c) 4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C) 5. Full name of national or international labor organization (b) (6), (b) (7)(C) 1 declare that I have read the abort of the state o	ARATION ove charge and that the statements my knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. N(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) ling charge (if labor organization, (d)) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code (d)) (6), (b) (7)(C) 5. Full name of national or international labor organization (d)	ARATION ovecharge and that the statements ny knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. N(b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule

Required to pay union dues

8(a)(2) & (3)

The Employer requires its employees to become members of a union as a condition of employment, deducts union dues from the wages of those employees, and transmits those dues to a labor organization that does not represent employees, in conduct in violation of Section 8(a)(1), (2), and (3) of the Act.

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296928	6/2/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	I to Tall No.
a. Name of Employer 360 Sheet Metal Products		b. Tel. No.
300 Sheet Metal Products		(360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2400 NE 65th Ave. A	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6), (b) (D2360sheetmetal.com
WA Vancouver 98661		h. Number of workers employed
		15
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Others	Sheet metal fabricator	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectio	n8(a), subsections (1) and
(list subsections) 3	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
See additional page		
3. Full name of party filing charge (if labor organization, g Brian Noble		
International Association of Sheet Metal, Air, Rail, and Tra		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code	9)	
		(503) 234-0123
2379 NE 178th Ave. OR Portland 97230		4c. Cell No.
OK Politality 97250		4d. Fax No.
		4e. e-mail
		bnoble@smw16.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (503) 226-6111
are true to the best of my knowledge and belief.		Office, if any, Cell No.
O Z-	Daniel Hutzenbiler	·
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
1635 NW Johnson St		
Address Portland OR 97209 Date 06/02/2022 02:41:36 PM		dhutzenbiler@mbjlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor

organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	^{(0)(6), (0)(7)} /2022
(b) (6), (b) (7)(C)	^{(0)(6), (0)(7)} /2022
(b) (6), (b) (7)(C)	^{(D)(D), (D)(T} /2022
(b) (6), (b) (7)(C)	^{(D) (D) (T)} /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296956	Date Filed 6/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which	n the alleged uniali labor practice occurred or is occurring.		
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. (206) 650-9807	
Garden Cycles LLC		c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No.	
7016 18 th Ave SW,	(b) (6), (b) (7)(C)	g. e-mail gardencycles@hotmail.com	
Seattle, WA 98106-5100		h. Number of workers employed 18	
i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance	j. Identify principal product or service Landscaping		
The above-named employer has engaged in and is engaging in Relations Act, and these unfair labor practices are practices affe commerce within the meaning of the Act and the Postal Reorga	ecting commerce within the meaning of the Act, or these unf		
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor practices)		
 Within the past six months, the Employer has violated the Act by: Making threatening, coercive, and intimidating statements Making statements that denigrated and undermined the union Threatening employees against engaging in protected concerted activity Making unilateral changes to terms and conditions of employment, including but not limited to employees' compensation and the Green Commute Incentive Program Retaliating against (5)(6),(b)(7)(C) by terminating employment Refusing to bargain in good faith Failing to furnish information the union requested 			
3. Full name of party filing charge (if labor organization, give j Laborers International Union of North (LIUNA) Local 242	full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (206) 442 0470	
22323 Pacific Hwy S Des Moines, WA 98198		4c. Cell No.	
		4d. Fax No.	
	4e. e-mail jball@nwlaborers.org		
5. Full name of national or international labor organization of v Laborers International Union of North (LIUNA)	which it is an affiliate or constituent unit (to be filled in when o	harge is filed by a labor organization)	
I declare that I have read the above of	ARATION tharge and that the statements are true	Tel. No. (206) 257 6011	
to the best of my knowledge and belief. Danielle Franco-Malone, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Fax No. 206-378-4132		
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/02/2022	e-mail franco@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296976	Date Filed 6/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	Which the alleged unfair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT.	ng.
a. Name of Employer	STERMONINET WHOM OF MICE IS BROOKIN	b. Tel. No.
Multicare		(253) 459-6600
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d Address (Other et eiter eteks and 710 and a)	e. Employer Representative	4
d. Address (Street, city, state, and ZIP code) 315 Martin Luther King Jr. Way MS 315-P5-TGO	(b) (6), (b) (7)(C)	g. e-mail
,	(b) (b), (b) (7)(c)	
WA Tacoma 98465		(b) (6), (b) (7)(C) @multicare.org
WA Tacoma 98405		h. Number of workers employed
		1100
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Healthcare Facilities	Tacoma General Hospital	
The above-named employer has engaged in and is engaged		
(list subsections) 3		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-1:
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	ctices)
See additional page		
(b) (6), (b) (7)(C) y filing charge (if labor organization, give full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
6 DECL	ARATION	T Tal Ma
	ove charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
	ny knowledge and belief.	
	(b) (6), (b) (7)(C)	Office, if any, Cell No.
	(b) (b) (b) (f)(b)	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
Address	Date 06/02/2022 10:32:26 AM	e-mail
		(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Progressive Guidance 3	(D) (E), (D) (7/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297064	Date Filed 6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Cadman Eastside		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
PO Box 97038 Redmond, WA 98073	(b) (6), (b) (7)(C)	g. e-mail ^{இரு இ} @cadman.com
		h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction – Supplies and Fixtures	j. Identify principal product or service Concrete	•
The above-named employer has engaged in and is engaged the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning the second	ractices are practices affecting commerce within the I	
Within the last six months, the Employer unilar bargaining with the Union, in retaliation for wo established past practice.		
3. Full name of party filing charge (if labor organization, g Teamsters Local 174	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. 206 441 6060
14675 Interurban Ave S, Suite 303 Tukwila, WA 98168		4c. Cell No.
		4d. Fax No. 206 441 4853
		4e. e-mail
5. Full name of national or international labor organization International Brotherhood of Teamsters	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206 257 6001
are true to the best of m	ny knowledge and belief. Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>06/03/2022</u>	e-mail Multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297066	6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in v	which the alleged untair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Cadman Seattle		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
PO Box 97038 Redmond, WA 98073	(b) (6), (b) (7)(C)	g. e-mail ^{©ाडाकार} @cadman.com
		h. Number of workers employed 49
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures	j. Identify principal product or service Concrete	
	ing in unfair labor practices within the meaning of section ractices are practices affecting commerce within the mean aning of the Act and the Postal Reorganization Act.	
Within the last six months, the Employer unilat	terally assigned bargaining unit work to non-un rkers' participation in protected concerted activity	it subcontractors without
3. Full name of party filing charge (if labor organization, gi General Teamsters Local Union # 174	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 14675 Interurban Ave S	2)	4b. Tel. No. 206-441-7470
Tukwila, WA 98168		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization International Brotherhood of Teamsters	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. 206-257-6001
ale tide to the best of the	ny miomioage and belief.	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>06/03/2022</u>	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	40.04.007070	Date Filed
19-CA-297070	6/3/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. 425 266 1000
Stoneway Concrete		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
9125 10th Avenue S Seattle, WA 98108	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @stonewayconcrete.com
		h. Number of workers employed 39
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction — Supplies & Fixtures	j. Identify principal product or service Concrete	
The above-named employer has engaged in and is engaged the National Labor Relations Act, and these unfair labor paractices are practices affecting commerce within the meaning of the state	ractices are practices affecting commerce within the mea	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	ctices)
Within the last six months, the Employer unilar bargaining with the Union, in retaliation for wo established past practice.		
3. Full name of party filing charge (if labor organization, g General Teamsters Local Union # 174	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 14675 Interurban Ave S	9)	4b. Tel. No. 206-441-747
Tukwila, WA 98168		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization International Brotherhood of Teamsters	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206-257-6001
are true to the best of fi	ny knowledge and belief. Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date <u>06/03/2022</u>	muthaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-297087	6-6-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Stafford Health Services at Ridgemont c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-mail 2051 Potter Avenue (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @staffordcare.com Port Orchard, WA, 98366 h. Number of workers employed 85-100 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Long-Term and Transitional Care Skilled nursing facility The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) **SEIU 775** 4a. Address (Street and number, city, state, and ZIP code) 4b Tel No 215 Columbia St. 866-371-3200 Seattle, WA 98104 4c. Cell No. 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union Tel. No. 6. DECLARATION I declare that I have read the above charge and that the statements 206-257-6001 are true to the best of my knowledge and belief. Office, if any, Cell No. Marina Multhaup, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. 206-378-4132 Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 e-mail Address Seattle, WA 98119 Date 06/06/2022 multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

2. Basis of the Charge

Within the past month, the Employer has engaged in unfair labor practices, interfered with workers' protected Section 7 activities, retaliated against workers for exercising their Section 7 rights, and illegally misled workers in attempt to discourage union support by, among other things:

- Denying on-call work to qualified staff, despite urgent need for more staff and at the risk of resident care, in retaliation for protected, concerted activities;
- Sending (b) (6). (b) (7)(c) home and paying to sit at home, despite urgent need for more staff and at the risk of resident care, in attempt to silence workers and in retaliation for protected, concerted activities;
- Constructively discharging and/or terminating (b) (6), (b) (7)(C) in attempt to discourage support for unionizing, and in retaliation for protected, concerted activities;
- Constructively discharging and/or terminating (b) (6), (b) (7)(C), despite urgent need for more staff and at the risk of resident care, in retaliation for protected, concerted activities;
- Surveilling known union leaders and/or creating the impression of surveillance for workers involved in union activities;
- Attempting to stop workers from receiving information about the benefits of unionization by illegally removing union literature from nonwork areas;
- Attempting to stop workers from exercising their right to form a union, by illegally instructing employees that they are not allowed to talk about the union at any time at the workplace;
- Attempting to keep workers from knowing about the benefits of unionization by illegally misleading
 employees and telling employees that their direct relationships with management will end if they vote for a
 union;
- Attempting to confuse and mislead workers about the benefits of unionization by circulating misinformation about the union in ways designed to threaten employees and coerce them into voting no;
- Denying workers their legal right to form a union by creating an atmosphere of fear among the employees
 designed to chill union organizing activities.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-297087	1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (360) 876-4461
Stafford Health Services at Ridgemont		c. Cell No.
	I. Frankrije Danssachten	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 85
i. Type of Establishment (factory, mine, wholesaler, etc.) Skilled Nursing Facility	j. Identify principal product or service Long-Term and Transitional Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (1) and (3)	of the National Lab	oor Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affecti	ng commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the past six (6) months, the above named E an attempt to discourage union support: 1) Constructively discharging and/or terminating retaliation for protected, concerted activities; 2) Surveilling known union leaders and/or creating 3) Attempting to stop workers from receiving informon-work areas.	comployer has engaged in the following discriming the bound of the impression of surveillance for workers invited the impression of surveillance for workers in the impression of surveillance for t	rage support for unionizing, and in volved in union activities; and
3. Full name of party filing charge (if labor organization, g Service Employees International Union, Local 775	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 866-371-3200
215 Columbia Street Seattle, WA 98104		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (206) 257-6001
Min Ha	ny knowledge and belief. Marina Multhaup, Esq.	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP, 18 W. M Address 400, Scattle, WA 98119	ercer Street, Suite Date 1/17/2023	e-mail multhaup@workerlaw.com
-		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297236	Date Filed 6/7/2022

INSTRUCTIONS:

a. Name of Employer	R AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No. (206) 318-2212
Starbucks Corporation		L(206) 318-2212
I STATDUCKS COIDOTALION		(200) 316-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) e. E	mployer Representative	
17101 27 th Ave NE #A, Marysville, WA 98271	ward Schultz, CEO	g. e-mail hschultz@starbucks.com
Iviarysvine, wA 982/1		h. Number of workers employed
		Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) j. Id	entify principal product or service	11
	od and Beverage	
The above-named employer has engaged in and is engaging in National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.	are practices affecting commerce within the meaning	8(a), subsections (1) and (3) of the of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement	t of the facts constituting the alleged unfair labor pract	tices)
Within the last six months, the Employer vio off clothing with union insignia and terminate and shift supervisor. The Employer's illegal a rights to organize. As a result, the Union requ	ed Katie McCoy for recording a conver- and retaliatory conduct is causing an in	sation with her store manager reparable impact on workers'
3. Full name of party filing charge (if labor organization, give fu	Il name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization of w Service Employees International Union	hich it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
6. DECLARAT		Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6032
Mul		Office, if any, Cell No.
(signature of consequentities	Michael White, Attorney	Fax No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 06/07/2022		e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297282	6/8/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
170		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
4303 Guide Meridian, Bellingham, WA 98226	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed Approx. 23
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the A	8(a), subsections (1) of the National ct, or these unfair labor practices are
	violated the Act when, among other thing tion petition at the Bellingham Guide Meri	· ·
Full name of party filing charge (if labor organization, given the second	ive full name, including local name and number)	
Workers United	· · · · · · · · · · · · · · · · · · ·	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (206) 257-6032
		Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP Michael White, Attorney (Print/type name and title or office, if any)		Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 06/08/2022		e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST **EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297282	7/26/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
d Address (Chrost site state and 710 code)	a Employer Depresentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
4303 Guide Meridian, Bellingham, WA 98226	Howard Schultz, CEO	hschultz@starbucks.com
Boilingham, VVX Co2220		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	•
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act	practices affecting commerce within the meaning of the	
See Attachment		
3. Full name of party filing charge (if labor organization, given Workers United	ve full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
	ARATION we charge and that the statements by knowledge and belief.	Tel. No. (206) 257 6007
My sa For	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) (Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date <u>07/26/2022</u>	— Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT

2. Basis of the Charge

Within the last six (6) months, Starbucks Corporation (the "Employer") has coerced and/or discouraged employees in their exercise of protected activities in violation of Section 8(a)(1) of the Act by soliciting their grievances during a nationwide unionizing campaign in a manner the Employer had not done before the union campaign(s) began, including by:

- 1) In about late January or February 2022 (on a date better known to the Employer), by (b) (6), (b) (7)(C) at Store #354 ("the Store"), asking partners about changes they wanted to see in the Store;
- 2) In about April 2022 (on a date better known to the Employer), by (b) (6), (b) (7)(C)

 (b) (6), (b) (7)(C)

 at the Store, inviting partners to come share their concerns with about what was going on at the Store and informing them that the Employer planned to fix these things as quickly as possible;
- 3) In about April 2022 (on the same date as the solicitation involved in #2, above), by at the Store, informing partners that was developing a list of changes to make at the Store and soliciting partners' proposed additions to this list;
- 4) On about May 11, 2022, by or at the Store, telling partners that wanted to do better so that the partners did not want to "do this" referring to the Store's partners' filing of their petition in Case 19-RC-295481 on May 9, 2022 (two days prior);
- 5) On about May 14, 2022, by (b) (6), (b) (7)(C) at the Store, asking partners whether there were things the Store could work on that on to (b) (6), (b) (7)(C) and
- 6) On about May 21, 2022, by at the Store, soliciting partners' grievances and proposed additions to a list of "Store Goals" to accomplish within 30, 60, and 90 days.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
	Date Filed
19-CA-297356	6-9-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in whic		
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Connections Education LLC d/b/a		360-338-6340
Washington Connections Academy		c. Cell No.
washington comicerous readons		360-338-6340
		f. Fax. No.
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	360-628-8808
		g. e-mail
111 Tumwater Blvd. SE, Suite B203	(b) (6), (b) (7)(C)	
Tumwater WA 98501		@waca.connectionsacademy.org
		h. Number of workers employed
		Approximately104
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Online K-12 Education Provider	K-12 Education	
The above-named employer has engaged in and is engage		
Labor Relations Act, and these unfair labor practices are		the Act, or these unfair labor practices are
practices affecting commerce within the meaning of the	Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor practices)	
Within the last six months the applicant has int	imidated wanteers aversising their protected Co	ation 7 rights and interfered with their
Within the last six months the employer has int protected activities by, among other things, subje		
statements threatening employees with loss of be		
selecting union representation would be a futil		
representation of them and told employees that be		
its operations.	,	1
_		
3. Full name of party filing charge (if labor organization, give)		
Service Employees International Union, Loca	1 925	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
1914 N. 34 th St.		(206) 322-3010
1914 N. 34 St. Suite 100		4c. Cell No.
Seattle WA 98103		(253) 297-9149
Seattle Wil 70103		4d. Fax No.
		(206) 547-5581
		4e. e-mail
		sbright@seiu925.org
5. Full name of national or international labor organization of v	which it is an affiliate or constituent unit (to be filled in when	charge is filed by a labor organization)
Service Employees International Union		
6. DECL	ARATION	Tel. No.
I declare that I have read the above of to the best of my knowled	charge and that the statements are true	(206) 257-6002
to the best of my knowled	ige and benef.	Office, if any, Cell No.
Lavier Man Lairein	Kathleen P. Barnard	
signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Parmand Inlitain & Lawitt I I D		(206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date 06/09/2022	barnard@workerlaw.com
		_ Sulling Sull 11 Selection 11 Contract

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST **EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297356	6/21/2022	

INSTRUCTIONS:	_	19-CA-291336	0/21/2022
File an original with NLRB Regional Director for the region in whi	ch the alleged unfair labor practice occurred o LOYER AGAINST WHOM CHARGE IS I		
	DOTER AGAINST WHOM CHARGE IS		
a. Name of Employer		b. Tel. No. 360-338-6340	
Connections Education LLC d/b/a			
Washington Connections Academy		c. Cell No.	
		360-338-6340	
		f. Fax. No.	
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	360-628-8808	
	(1) (0) (1) (7)(0)	g. e-mail	
111 Tumwater Blvd. SE, Suite B203	(b) (6), (b) (7)(C)		
Tumwater WA 98501		(b) (6), (b) (7)(c) <u>@waca.co</u>	onnectionsacademy.org
			orkers employed
		Approximately1	104
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	·	
Online K-12 Education Provider	K-12 Education		
The above-named employer has engaged in and is enga	ging in unfair labor practices within the	ne meaning of section 8(a), subsection	ns (1) of the National
Labor Relations Act, and these unfair labor practices ar	re practices affecting commerce within	the meaning of the Act, or these unfa	air labor practices are
practices affecting commerce within the meaning of the	Act and the Postal Reorganization A	ct.	
2. Basis of the Charge (set forth a clear and concise statement	t of the facts constituting the alleged unfair	labor practices)	
	ey me jucis community me amegen myan	moo. p. acmees,	
During the last six months the employer thre	atened employees with loss of f	favorable working conditions,	benefits and jobs
because of the exercise of their Sections 7 ris	ghts, told employees that select	ing union representation would	l be a futility, told
employees they would not be allowed to hav	e a voice in their union's repres	sentation of them and told emp	loyees that because
of the exercise of their Section 7 rights, the e	mployer would have to curtail	or end its operations causing the	ne employees to
self-destruct their employment.		•	
3. Full name of party filing charge (if labor organization, give	full name, including local name and numb	ner)	
Service Employees International Union, Loca		,	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
Tal. Addies (Sireel and namber, city, state, and 221 code)		(206) 322-30	010
1914 N. 34 th St.		4c. Cell No.	-
Suite 100		(253) 297-9	140
Seattle WA 98103			147
		4d. Fax No.	501
		(206) 547-5	381
		4e. e-mail	
		sbright@sei	u925.org
5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor	organization)
Service Employees International Union			
6. DECI	ARATION	Tel. No.	
	charge and that the statements are true	(206) 257-6	002
to the best of my knowle	age and bener.	Office, if any, C	ell No.
to the Chan Larrian	Kathleen P. Barnard		
(signature of representative or person making charge)	(Print/type name and title or offic	(ce, if any) Fax No.	
		(206) 378-4	132
Barnard Iglitzin & Lavitt LLP			132
18 West Mercer St., Ste. 400	Data 06/21/20	e-mail	
Address Seattle, WA 98119	Date 06/21/20	barnard@we	orkerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	TO THE PARTY OF THE PARTY OF	Date Filed
	19-CA-297439	6/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which th 1. EMPLOYER A	e alleged untair labor practice occurred or is occurred GAINST WHOM CHARGE IS BROUGHT	ng.
a. Name of Employer		b. Tel. No. 253-826-8400
Fred Meyer Stores		
		c. Cell No.
Address (Circut alternative Acts and 710 and 1	- 5-1	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1201 Valley Ave E., Sumner, WA 98390	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
. , , , , , , , , , , , , , , , , , , ,	(b) (6), (b) (7)(C) P.O. Box 42121,	- Control Control
	Portland, OR 97242-0121	h. Number of workers employed
		500 plus
Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and (list
subsections) (1) (5)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization	g of the Act, or these unfair labor practices are un	the transfer and the second contract of the second
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor pr	actices)
	,	
See attachment		
3. Full name of party filing charge (if labor organization, give full	name, including local name and number)	
 Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Loca 	l No. 367	
4a. Address (Street and number, city, state, and ZIP code)		4h Tel No
6403 Lakewood Drive West, Tacoma, WA 98467-33	331	4b. Tel. No. 253-589-0367
c/o Mia Cardenas		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		mcardenas@ufcw367.org
5. Full name of national or international labor organization of wh	nich it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor
organization) United Food and Commercial Workers	nternational Union, AFL-CIO	
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	253-528-0278
/ ////		Office, if any, Cell No.
by [es G. McGuinness	406-300-2072
(Jognolous of Inpresentative of person making charge)	Print/type name and title or office, if any)	Fax No. 253-528-0276
4249 227th Ave. Of Feet Building	6-9-2022	e-Mail
4218 227th Ave. Ct. East, Buckley, WA 9932	(date)	jim@mcguinnessstreepy.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

BASIS OF CHARGE ATTACHMENT

Within the last six months, the above-named employer violated the National Labor Relations Act by denying union representatives access to its store premises in Sumner, WA to address safety hazards in areas of the store accessible to bargaining unit employees.

Also, within the last six months, the above-named employer violated the National Labor Relations Act by unilaterally cancelling an established past practice granting union representatives access to stores to conduct such safety checks in all areas accessible to unit employees.

Also, within the last six months, the above-named employer violated the Act by interfering with and unlawfully surveilling union representatives who accessed the store for other representational activities consistent with language in the parties' collective bargaining agreement and associated past practices.

Also, within the last six months, the above-named employer has violated the National Labor Relations act by requiring general merchandise employees working at the same store to attend coercive captive audience meetings wherein the employer disseminated false and misleading information to those employees about the charging party's representational status at other Fred Meyer store locations.

Also, within the last six months, the above-named employer violated the Act by banning union representatives from accessing the "non-union" side of the Sumner store for any reason, which interferes with the Union's ability to fulfill its implied legal obligation to obtain authorization cards from a majority of the general merchandise employees before demanding recognition under a contractual future stores clause.

Also, within the last six months, the above-named employer violated the National Labor Relations Act by unilaterally cancelling an established past practice granting union representatives access to stores to obtain authorization cards from employees covered under future stores contractual language.

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297441	Date Filed 6/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Amazon.com Services LLC		(206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
440 Terry Avenue North	Andrew R. Jassy	g. C-man
	Chief Executive Officer of Amazon	
WA Seattle 98109		h. Number of workers employed
		1000000
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	
Others	Various products and services	
	· ·	tion O(a) and a ation o (4) and
The above-named employer has engaged in and is enga		()
(list subsections) 1		oor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	actices aπecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
See additional page		
l coc additional page		
3. Full name of party filing charge (if labor organization, gb) (6), (b) (7)	give full name, including local name and number)	
Amazon Labor Union	vice i resident	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
		4c. Cell No.
67 Radford Avenue		(b) (6), (b) (7)(C)
NY Staten Island 10314		4d. Fax No.
		4d.1 dx No.
		As a mail
		4e. e-mail (b) (6), (b) (7)(C)@amazonlaborunion.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
Amazon Labor Union		
	ARATION	Tel. No.
	ove charge and that the statements	(646) 460-1309
are true to the best of h	ny knowledge and belief.	Office, if any, Cell No.
Bh In	Seth Goldstein Esq. Attorney	(646) 460-1309
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
217 Hadleigh Drive		
Address Staten Island NY 10314	Date 06/10/2022 12:13:18 PM	e-mail
Audices	Date 557.57.2022 12.10.101 W	sgoldstein@amazonlaborunion.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

TO: +12062206305

P. 1

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER First Amended

DO NOT WRITE IN THIS SPACE		
19-CA-297441	7-5-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Amazon.com Services LLC.		206-266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
d. Address (Street, City, State, and 21P code)	Andrew R. Jassy	g. e-mail
440 Terry Avenue North	Andrew R. Jassy	3.0
440 Terry Avenue North	Chief Executive Officer of Amazon	1
WA 61- 00100	Chief Executive Officer of Amazon	h. Number of workers employed
WA Seattle 98109		000,000,1
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Others	Various products and services	*
The above-named employer has engaged in and is engage	ning in unfair labor gractices within the meaning of secti	on 8(a) subsections (1) and
(list subsections)		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		
meaning of the Act and the Postal Reorganization Act.	arming of the root of those of the proof prooffeed and proof	shoes directing continues within the
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor of	ractions)
1. Within the past six months, Amazon.com Service		
protected by Section 7 of the Act by threatening to		
2022, (b) (6), (b) (7)(C) threatened Amazon employ		
2. Within the past six months, Amazon.com Service		
protected by Section 7 of the Act by threatening to		
2022, (b) (6), (b) (7)(C) threatened Amazon employ	yees with the loss of benefits if they chose to be r	epresented by a union.
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Amazon Labor Union		
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
900 South Avenue, Suite 100		(b) (6), (b) (7)(C)
		4c. Cell No.
Staten Island, NY 10314		40. Cell No.
		4d. Fax No.
		40. Pax No.
		4e. e-mail (b) (6) (b) (7) @amazonlaborunion.com
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	in when charge is filed by a labor organization)
Amazon Labor Union		
6 DECL	ARATION	Tel. No.
	ove charge and that the statements	646-460-1309
are true to the best of n	ny knowledge and belief.	Office, if any, Cell No.
Seth Lewis Goldstein, Esq. Attorncy		646-460-1309
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
[Similar of special making of ago)	the same and made of the said a made	rax NO.
900 South Avenue, Suite 100, Staten Island	nd, NY 10314 7/5/2022	- wall
Address	Date	e-mail sgoldstein@amazonlaborunion.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed 6/10/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	OVED A CALLOT MUCHA CHARGE IS DROUGHT	ช.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. (206) 318-2212	
Starbucks Corporation		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail	
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com	
Seattle, WA 98134		h. Number of workers employed	
		Est. 245,000	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	· · · · · · · · · · · · · · · · · · ·	
Coffee Shop	Food and Beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	ices)	
See Attached			
3 Full name of party filing charge (if labor organization or	ive full name_including local name and number)		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.	
	•	(646) 448-6414	
Workers United		4c. Cell No.	
22 South 22 nd St			
Philadelphia, PA 19103		4d. Fax No.	
-		(215) 575-9065	
		4e. e-mail	
5 Full name of national or international labor organization		4e. e-mail rminter@pjbwu.org	
o. I di l'idillo di l'idillo di l'incomatorial labor organization	of which it is an affiliate or constituent unit (to be filled in w	rminter@pjbwu.org	
_	of which it is an affiliate or constituent unit (to be filled in w	rminter@pjbwu.org	
Service Employees International Union		rminter@pjbwu.org hen charge is filed by a labor organization)	
Service Employees International Union 6. DECL	ARATION	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No.	
Service Employees International Union 6. DECL I declare that I have read the abo		rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No. (206) 257-6012	
Service Employees International Union 6. DECL I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No.	
Service Employees International Union 6. DECL I declare that I have read the abo aftertrue to the best of m	ARATION ve charge and that the statements ny knowledge and belief. Gabe Frumkin, Attorney	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No. (206) 257-6012 Office, if any, Cell No.	
Service Employees International Union 6. DECL I declare that I have read the abo afterirue to the best of m (signature of representative or person making charge)	ARATION ve charge and that the statements ny knowledge and belief.	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No. (206) 257-6012 Office, if any, Cell No.	
Service Employees International Union 6. DECL I declare that I have read the abo aftertrue to the best of m (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	ARATION ve charge and that the statements ny knowledge and belief. Gabe Frumkin, Attorney	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No. (206) 257-6012 Office, if any, Cell No. Fax No. (206) 378-4132	
Service Employees International Union 6. DECL I declare that I have read the abo afterirue to the best of m (signature of representative or person making charge)	ARATION ve charge and that the statements ny knowledge and belief. Gabe Frumkin, Attorney	rminter@pjbwu.org hen charge is filed by a labor organization) Tel. No. (206) 257-6012 Office, if any, Cell No.	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

2. Basis of the Charge

Within the last six months, and particularly on or about June 10, 2022, Starbucks through its CEO Howard Schultz violated the Act when:

- 1. Schultz made an implied or actual threat to refuse to engage in good-faith bargaining with the Union.
- 2. Schultz made an implied or actual statement of futility by saying Starbucks will never accept the Union.
- 3. Schultz made an implied or actual threat that Starbucks will lose business because customers will go elsewhere if workers unionize.

These announcements constitute an unlawful refusal to bargain in good faith at the more than 150 stores at which employees have already voted to unionize nationwide, and constitute unlawful statements that could deter employees at hundreds of other stores currently organizing nationwide from engaging in protected activity. Because of Schultz's demonstrated propensity for using his national platform to make unlawful statements and their potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297460	11/14/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.		
		(206) 318-2212		
Starbucks Corporation		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative			
0.401.774.1.4	10.1.1/ 000	g. e-mail		
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com		
Seattle, WA 98134		h. Number of workers employed		
		1		
		Est. 245,000		
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service			
Coffee Shop	Food and Beverage			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pra	actices)		
Within the last six months, and particularly o	n or about June 9, 2022, during a "DealBook	DC" New York Times policy		
forum interview, Starbucks, through its CEO	Howard Schultz, coerced employees in the ex	ercise of protected rights by:		
Making an implied or actual statement of fut	tility by saying that Schultz/Starbucks would i	never accept the Union; and		
Promising new benefits in response to emplo				
Promising new benefits in response to employees amon organizing activity.				
3. Full name of party filing charge (if labor organization, give full name, including local name and number)				
Workers United				
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No.				
Ta. Hadioss (on oot and number, only, state, and 211 oode	,	(646) 448-6414		
Workers United		4c. Cell No.		
22 South 22 nd St		4c. Cell No.		
Philadelphia, PA 19103		4d. Fax No.		
		(215) 575-9065		
		4e. e-mail		
		rminter@pjbwu.org		
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)		
Service Employees International Union				
	ARATION	Tel. No.		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6012		
are true to the best of the	is knomougo una polici.	Office, if any, Cell No.		
Halid E. li	Ocho Emmili All			
June Sille	Gabe Frumkin, Attorney	Fax No.		
(signature of representative or person making charge) (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP		(206) 378-4132		
18 West Mercer St., Ste. 400		e-mail		
Address Seattle, WA 98119	Date11/11/2022	frumkin@workerlaw.com		
		Hunking workeriaw.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297562	Date Filed 6/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ponder LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d Address (Cheek all and TID and)	I. Farder Brown to the	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2413 E. Union Street Seattle, WA 98122	e_Employer_Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retailer	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecting	commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the above-named empleand places with the union to confer about wages at Also within the last six months, the above-named with the union in an effort to avoiding reaching an	oyer violated the National Labor Relations Act by nd other terms and conditions of employment. employer violated the National Labor Relations A	y refusing to meet at reasonable times
Full name of party filing charge (if labor organization, g	ive full name, including local name and gumber)	
United Food and Commercial Workers Union, Loc	cal 21	
4a. Address (Street and number, city, state, and ZIP code 5030 First Avenue South, Suite 200	p)	4b. Tel. No. 206-436-0210
Seattle, WA 98134 c/o Amirah Ziada aziada@ufcw21.org		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		n when charge is filed by a labor organization)
I declare that I have read the abo	ARATION live charge and that the statements my knowledge and belief.	Tel. No. 253-528-0278
11	James McGuinness, Attorney	Office, if any, Cell No. 406-300-2072
(signatule of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 253-528-0276
Address 4218 227th Ave. Ct. E., Buckley, WA 99	Date 6/13/2022	e-mail jim@mcguinnessstreepy.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER AMENDED

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297562	Date Filed 7/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurred	urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ponder LLC		b. Tel. No. 206-972-9645
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	a Employer Panrasentative	f. Fax. No.
2413 E. Union Street Seattle, WA 98122	e Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retailer	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sect	tion 8(a), subsections (1) and
(list subsections) (5)	of the National Labo	or Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affectin	g commerce within the meaning of
the Act and the Postal Reorganization Act.		
and places with the union to confer about wages ar Also within the last six months, the above-named with the union in an effort to avoiding reaching an Also within the last six months, the above-named to the Union concerning the sale of its business and	employer violated the National Labor Relations agreement. employer violated the National Labor Relations and by engaging in bad faith during effects bargain	Act by refusing to provide information
Full name of party filing charge (if labor organization, gunited Food and Commercial Workers Union, Local Commercial Work	ive full name, including local name and number) cal 21	
4a. Address (Street and number, city, state, and ZIP code 5030 First Avenue South, Suite 200	9)	4b. Tel. No. 206-436-0210
Seattle, WA 98134 c/o Amirah Ziada aziada@ufcw21.org		4c. Cell No.
u211016		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		in when charge is filled by a labor organization)
/ I declare that I have read the abo	ARATION live charge and that the statements liny knowledge and belief.	Tel. No. 253-528-0278
KMI	James McGuinness, Attorney	Office, if any, Cell No. 406-300-2072
(signature by presentative or person making charge)	(Print/type name and title or office, if any)	Fax No. 253-528-0276
Address 4218 227th Ave. Ct. E., Buckley, WA 99	Date 7/19/2022	e-mail jim@mcguinnessstreepy.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR **RELATIONS BOARD**

SECOND AMENDED CHARGE AGAINST EMPLOYER

Seattle, WA 98134-2438

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CA-297562	8/29/2022		

rile an ongmai	with NERD Regional Director for the	e region in which the alleged uniali labor practice oc	curred or is occurring.
		EMPLOYER AGAINST WHOM CHARGE IS BROU	
a. Name of Em	ployer		b. _(b) (c) (b) (7)(0)
Ponder LLC		b. (b) (6), (b) (7)(C)	
		C. (1) (2) (1) (7) (2)	
		^{c.} (b) (6), (b) (7)(C)	
d. Address (Str	reet, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
	nion St, Seattle, WA	e. Employer Representative (b) (6), (b) (7)(C)	
98122-304			a
90122-302	+3		9 _{(D)(B), (D)(Z)(R} ponder4u.com
			h er of Workers Employed
			Ti Ci oi Workers Employed
i Type of Estat	olishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler,		j	
Cannabis		Cannabis	
Carinable	i veraliei	Carifiabis	
The above-na	amed employer has engaged in and		ning of section 8(a) subsections (1) and and
		unfair labor practices are practices affecting comme	
unfair labor pra	actices are practices affecting comr	merce within the meaning of the Act and the Postal	Reorganization Act.
2. Basis of the	Charge (set forth a clear and conci	se statement of the facts constituting the alleged unf	fair labor practices)
		e-named employer has failed and/or refus	
	g the sale of its business.		,
1	J		
		ation, give full name, including local name and numb	er)
United Fo	od & Commercial Workers U	Jnion, Local 21	
4a. Address (S	treet and number, city, state, and Z	(IP code)	4b. Tel. No.
5030 First	Ave S Ste 200, Seattle, WA	\ 98134-2438	(206)436-0210
	,		4c. Cell No.
			(425)326-2813
			4d. Fax No.
			(206)436-6700
			4e. e-mail
			aziada@ufcw21.org
5. Full name of	national or international labor orga	anization of which it is an affiliate or constituent unit	
organization)			(
3.3020			
	6 DECI	LARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my		(206)436-0210	
knowledge and belief.		(200)730-0210	
200			Office, if any, Cell No.
1 Pil	#10 ·	Amirah H. Ziada Business	(425)326-2813
Amirah H Ziada / Au	g 29 2022 12:58 PDT)	Representative	
	representative or person making c	· · · · · · · · · · · · · · · · · · ·	Fax No.
(Signature Of	representative or person making C	narge) (Printrype name and title or office, if any)	(206)436-6700
Addross:	5000 First Av 0.01 200	_ V	,
Address:	5030 First Ave S Ste 200,	Aug 29, 2022	e-mail
	Seattle WA 98134-2438	Aug 20, 2022	aziada@ufcw21.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297582	6/13/2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurred	curring
	OYER AGAINST WHOM CHARGE IS BROUGHT	curing
a. Name of Employer Multicare		b. Tel. No. 253-403-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 315 Martin Luther King Jr. Way Tacoma, WA 98405	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed unknown
i. Type of Establishment (factory, mine, wholesaler, etc.) Health Care System/Hospital	j. Identify principal product or service Health Care	
The above-named employer has engaged in and is engaged (list subsections) practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act.	of the National Lab	or Relations Act, and these unfair labor
Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
(b) (6), (b) (7)(C)	9)	(b) (6), (b) (7)(C)
, and the second		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization
DECLARATION I declare that I have read the above charge and that the statements		Tel. No.
are true to the best of n (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge)	(Printflype name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)	06/13/2022	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297589	Date Filed 6/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
Address (Otrect etc. etc.)	a Employer Depresentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed Approx. 150
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiant are practices affecting commerce within the meaning of the second	ices are practices affecting commerce within the meaning	n 8(a), subsections (1) and (3) of the g of the Act, or these unfair labor practices
Within the past six months the Employer has violat movement and specifically the Seattle-area union of Employer announced that it will turn three high-val into "Heritage Stores," a designation that has never those stores have to reapply for their jobs with no gattempt to stave off unionization efforts at its higher by effectively firing all workers it knows or believe The Union requests 10(j) relief in this charge.	rganizing movement by declaring it will turn three ue Seattle Starbucks locations (First & Pike, the F existed before anywhere in the country, and that a uarantee that they will be rehired. This designation st-value locations and to crush known organizing of	e stores into "Heritage Stores." The lagship Store, and First & University) all workers currently employed at n by the Employer is a transparent
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		I do Tol No
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. (646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
i maccipma, 171 19103		(215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be filled in	0.11
Service Employees International Union	of which it is all allimate of constituons and to be fined in	mien enarge to med by a labor organization,
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (206) 257-6001
		Office, if any, Cell No.
100np 00	Marina Multhaup, Attorney	5 11
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP (Print/type name and title or office, if any)		Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 06/14/2022		e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
	Date Filed 6/14/2022		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
a. Name of Employer		(206) 318-2212	
Starbucks Corporation		` /	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	┪	
d. Address (Street, City, State, and Zir Code)	C. Employer Representative	g. e-mail	
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com	
	Tioward Schurtz, CLO	1.50.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	
Seattle, WA 98134		h. Number of workers employed	
		Est. 245,000	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	250. 215,000	
Coffee Shop	Food and Beverage		
The above-named employer has engaged in and is engaged.	ging in unfair labor practices within the meaning of section tices are practices affecting commerce within the meaning	8(a), subsections (1) and (3) of the	
are practices affecting commerce within the meaning of the		of the Act, or these unfair labor practices	
	ement of the facts constituting the alleged unfair labor prac	•	
	on or around June 11, 2022, and continuing through		
	regarding the benefit plans first debuted to employ		
	holding of benefits. For example, on or about Jun		
	ture Together as Partners" that states that workers	s at stores where there is a union or	
where employees are organizing will be deprived or	of benefits.		
These recent communications are a continuation	of the Employer's months-long pattern of unlaw	ful nationwide threats to withhold	
benefits from employees who are exercising their	Section 7 rights and grant of benefits to employees	who do not. Given the Employer's	
	it may have on organizing nationwide, relief under	r Section 10(j) is requested.	
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)		
Workers United			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
	,	(646) 448-6414	
Workers United		4c. Cell No.	
22 South 22 nd St		4c. Cell No.	
Philadelphia, PA 19103		4d. Fax No.	
		(215) 575-9065	
		4e. e-mail	
		rminter@pjbwu.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in v	010	
o. Full full of flational of flational abor organization	To Willett it is all allimate of constituons and to be mice in t	when energe to med by a labor organization,	
Service Employees International Union			
	ADATION	Tel. No.	
6. DECLARATION I declare that I have read the above charge and that the statements		(206) 257-6012	
are true to the best of my knowledge and belief.		\	
Office, if any, Cell No.		Office, if any, Cell No.	
Harrel & MAN			
(cignoture of representative or person making charm)	Gabe Frumkin, Attorney	Fax No.	
(signature of representative or person making charge) (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP		(206) 378-4132	
18 West Mercer St., Ste. 400		e-mail	
Address Seattle, WA 98119	Date 06/14/2022	frumkin@workerlaw.com	
		Hamking workeriaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-297600	Date Filed
		6/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occur OYER AGAINST WHOM CHARGE IS BROUGHT	ring.	
a. Name of Employer	S. E. C. SALITOT WITCH STITLING TO BROOGHT	b. Tel. No.	
American Rock Products		(509) 547-2380	
		` '	
		c. Cell No.	
		f. Fax. No.	
		_	
d. Address (Street, city, state, and ZIP code) 11919 Harris Rd. Pasco, WA. 99301	(b) (6), (b) (7)(C)	q. e-mail (b)(6),(b)(7)(c)	
	Office: (b) (6), (b) (7)(C)		
	Mobile:(b) (6), (b) (7)(C)	h. Number of workers employed 150	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cement/ Redimix	j. Identify principal product or service Cement / Redimix		
The above-named employer has engaged in and is engaged	aing in unfair labor practices within the meaning of section	on 8(a), subsections (1) and	
(list subsections) 8(a)(1)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea		•	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about May 16th, (b) (6), (b) (7)(C) commented to commen			
text messages and names of all union supporters, in		Shortly after each of those union	
supporters were brought into meetings to discuss the			
The threat of loss of benefits, promise of promotion	n, and tracking of union support were in violation	of the ACT. We request this ULP	
serve as a blocking charge.			
3. Full name of party filing charge (if labor organization, g Teamsters Local 839	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	a)	4b. Tel. No.	
1103 W. Sylvester St., #1 Pasco, WA. 99301		(509) 547-7513	
Pasco, WA. 99301		4c. Cell No.	
		(206) 795-8566	
		4d. Fax No.	
		(509) 546-2560	
		As a mail	
		4e. e-mail pedro.olguin@jc28.org	
		pedro.orgum@je28.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters			
A DEC!	ADATION	Tel. No.	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Pedro Olguin Pedro E. Olguin, Organizing Director		(509) 547-7513	
		` ′	
		Office, if any, Cell No. (206) 795-8566	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (206) 546-2560	
		(206) 546-2560	
Address 1103 W. Sylvester St., #1, Pasco, WA. 99	Date 06/14/2022	e-mail pedro.olguin@jc28.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297600	7/27/2022

INSTRUCTIONS:

File an original with NI DE	Regional Director for the re	nion in which the alleged	unfair labor practice	occurred or is occurring
rile an original with NLKE	Regional Director for the re	gion in which the alleged	uman labor practice	occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer American Rock Products		b. Tel. No. (509) 547-2380	
		c. Cell No.	
d Address (Ctreet eity state and 7/D code)	a Employer Depresentative	f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 11919 Harris Rd. Pasco, WA 99301	e, Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Office: (b) (6), (b) (7)(C)	g. e-mail (b) (6). (b) (7)(C) @americanrockproducts.com	
	Mobile: (b) (6), (b) (7)(C)	h. Number of workers employed 150	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cement/Redimix	j. Identify principal product or service Cement/Redimix		
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and	
(list subsections) 8(a)(1)	of the National Labor	Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state On or about May 16, 2022, (b) (6), (b) (7)(C) community contributions. Also, on or about June 1, 2022 (b) (6), (b) (7)(C) and names of all union supporters in exchange for a pror meetings to discuss their union support. Within the last six months, the Employer has intimidated subjecting workers to mandatory and coercive captive au The threat of loss of benefits, promise of promotion, and charge.	had a conversation with an employee where that en hise tc(b) (6), (b) (7)(C). Shortly after, each of those workers exercising their protected Section 7 rights and indience meetings. tracking of union support were in violation of the Act. We	employees would lose their bonuses and imployee presented both text messages aunion supporters were brought into interfered with their protected activities by	
3. Full name of party filing charge (if labor organization, g Teamsters Local 839	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 1103 W. Sylvester St., #1 Pasco, WA 99301	e)	4b. Tel. No. (509) 547-7513	
Pasco, WA 99301		4c. Cell No. (206) 795-8566	
		4d. Fax No. (509) 546-2560	
		4e. e-mail pedro.olguin@jc28.org	
5. Full name of national or international labor organization International Brotherhood of Teamsters	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (509) 547-7513	
Pedro Olguin	ny knowledge and belief. Pedro E. Olguin, Organizing Director	Office, if any, Cell No. (206) 795-8566	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (509) 546-2560	
Address 1103 W. Sylvester St., #1, Pasco, WA 99	Date 07/27/2022	e-mail pedro.olguin@jc28.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	19-CA-297651	Date Filed	
		6/15/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		urring.
15.000000	OYER AGAINST WHOM CHARGE IS BROUGHT	L T-1 No
a. Name of Employer Cellco Partnership d/b/a Verizon Wireless		b. Tel. No. (800) 621-9900
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
1405 SE Everett Mall Way Everett, WA 98208	Hans Vestberg, CEO	hans.vestberg@verizon.com
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Service Provider	j. Identify principal product or service Telecommunications Services	,
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3), (4), (5)	of the National Labo	or Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affecting	g commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	practices)
0 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		
On or about June 6, 2022, (b) (6). (b) (7)(C) participate		
the Everett and Lynwood stores. [DIELEGIAGE] not only in	refused to answer the question, but threatened	with discipline for simply posing
the question. Verizon has failed to bargain in good		
Verizon has discriminated against of an open a	and notorious pro-Union advocate at Verizon, be	ecause of or pro-Union status, to
discourage union activities/union membership, and		
800		
3. Full name of party filing charge (if labor organization, g Communications Workers of America, AFL-CIO	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (303) 770-2822
8085 E Prentice Ave Greenwood Village, CO 80111		4c. Cell No.
		4d. Fax No.
		4e. e-mail thooker@cwa-union.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
Communications Workers of America, AFL-CIO	•	
I declare that I have read the abo	ARATION ove charge and that the statements ny knowledge and belief.	Tel. No. (303) 721-7399
/s William R. Reinken	William R. Reinken, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 8085 E Prentice Avenue, Greenwood Village, CO 80111 Date 6-15-2022		e-mail wreinken@cwa-union.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA FIRST NATIONAL LABOR RELATIONS BOARD AMENTED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	40.04.007054	Date Filed	
	19-CA-297651	11/17/2022	

INSTRUCTIONS:

1. EMPL	DYER AGAINST WHOM CHARGE IS BROUGHT	uring.
a. Name of Employer		b Tel No. (800) 621-9900
Cellco Partnership d/b/a Verizon Wireless		c. Cell No.
		1. Fax. No
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	2.2.2.3
1405 SE Everett Mall Way Everett, WA 98208	Hans Vestberg, CEO	hans.vestberg@verizon.com
2		h, Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Service Provider	J. Identify principal product or service Telecommunications Services	
The above-named employer has engaged in and is engage	ing In unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (3)	of the National Lab	or Relations Act, and thest unfair later
practices are practices affecting commerce within the mea	ning of the Act, or these unfair labor practices affecting	ng commerce within the meaning of
the Act and the Postal Reorganization Act.		•
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor.	practices)
On or about June 6, 2022, (b) (6), (b) (7)(C) participated	d in a meeting with co-workers and manager (D) (6), (b) (7)(C) During the meeting.
announced staffing changes which prompted the Everett and Lynwood stores.	ed to ask questions about safe staffing l	(6, (b) (or
the Everett and Lynwood stores.	efused to answer the question, but threatened	with discipline for mply posing
the question. Verizon has discriminated against	an open and notorious pro-Union advocate	at Verizon, because of the pro-Union
status, to discourage union activities and union me	mbership.	
3. Full name of party filing charge (if labor organization, gi	us full same including local same and sumbed	
Communications Workers of America, AFL-CIO	ve luirname, including local hame and humber)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (303) 770-2822
8085 E Prentice Ave Greenwood Village, CO 80111		4c. Cell No.
		4d. Fax No.
		4e. e mail thooker@cwa-union.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filler	d in when chame is filed by a labor organization
Communications Workers of America, AFL-CIO	or while the service of constituent and he see med	, in which drage to face by a zona a gazzanay
6. DECLA	RATION	Tel. No.
I declare that I have read the above are true to the best of m	e charge and that the statements	(303) 721-7399
/s William R. Reinken	William R. Reinken, Attomey	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and litte or office, if any)	Fax No.
Address 8085 E Prentice Ave, Greenwood Village,	CO 80111 Date 11-17-2022	e mail wreinken@cwa-union.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed	
19-CA-297654	6/15/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	L T-I M-
a. Name of Employer		b. Tel. No. (800) 621-9900
Cellco Partnership d/b/a Verizon Wireless		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e mail
1405 SE Everett Mall Way Everett, WA 98208	Hans Vestberg, CEO	hans.vestberg@verizon.com
	*	h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Service Provider	j. Identify principal product or service Telecommunications Services	
The above named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3), (4)	of the National Labor	Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecting	commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)
On or about June 11, 2022, (b) (6), (b) (7)(C) was disparticipation in Board-related activities. Verizon d activity, discourage membership in the Union, and	iscriminated against as part of its campaig	in to discourage protected concerted
3. Full name of party filing charge (if labor organization, g Communications Workers of America, AFL-CIO	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e) *	4b. Tel. No. (303) 770-2822
8085 E Prentice Ave Greenwood Village, CO 80111		4c. Cell No.
		4d. Fax No.
		4e. e mail thooker@cwa-union.org
5. Full name of national or international labor organization Communications Workers of America, AFL-ClO	n of which it is an affiliate or constituent unit (to be filled in) when charge is filed by a labor organization)
I declare that I have read the abo	ARATION eve charge and that the statements	Tel. No. (303) 721-7399
/s William R. Reinken	ny knowledge and belief. William R. Reinken, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 8085 E Prentice Avenue, Greenwood Vil	lage, CO 80111 Date 6-15-2022	e mail wreinken@cwa-union.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-297732	6/16/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
360 Sheet Metal, LLC		(360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	┥ !
2400 NE 65th Ave. Suite A	(b) (6), (b) (7)(C)	g. e-mail
		^{® (©), (} @360sheetmetal.com
WA Vancouver 98661		h. Number of workers employed
		15
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Others	Duct work	
The above-named employer has engaged in and is engaged	ring in unfair labor practices within the meaning of sectio	un 8(a) subsections (1) and
(list subsections) 3		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		·
meaning of the Act and the Postal Reorganization Act.		tions arresting commission within the
Basis of the Charge (set forth a clear and concise state)	ament of the facts constituting the alleged unfair labor or	ractices)
2. Dasis of the Charge (section a clear and concise state	ernent of the facts constituting the alleged dilial labor pr	actices)
See additional page		
3. Full name of party filing charge <i>(if labor organization, g Brian Noble)</i> International Association of Sheet Metal, Air, Rail, and Tra		
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
,,,,,,,	-/	(503) 254-0123
		4c. Cell No.
2379 NE 178th Ave Suite 16		40. GGII NO.
OR Portland 97230		4d. Fax No.
		40. Fax No.
		4e. e-mail
		bnoble@smw16.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit /to be filled in	when charge is filed by a labor organization)
o. Tall name of haterial of international labor organization		which charge is mod by a label eligameation,
6. DECL	ARATION	Tel. No.
I declare that I have read the above charge and that the statements		(503) 254-0123
are true to the best of my knowledge and belief.		
End Show	Scott Strickland Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
2379 NE 178th Ave Suite 16		
Address Portland OR 97230	Date 06/16/2022 10:53:16 AM	e-mail sstrickland@smw16.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(3)

 $Within the previous six months, the \ Employer \ disciplined \ or \ retaliated \ against \ an \ employee(s) \ because \ the \ employee(s) \ joined \ or \ employee(s)$

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Threat	06/08/2022
(b) (6), (b) (7)(C)	Threat	06/08/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297756	6/16/2022

INSTRUCTIONS:

ile an original with NLRB I	Regional Director for the re	gion in which the alleg	ged unfair labor	practice occurred or is occurring.

	·			
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)		
Cadman Seattle		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative			
PO Box 97038 Redmond, WA 98073	(b) (6), (b) (7)(C)	g. e-mail ^{©ाज्याम} @cadman.com		
		h. Number of workers employed 49		
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures	j. Identify principal product or service Concrete			
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the second seco	ices are practices affecting commerce within the mear	tion 8(a), subsections (1) and (3) of the ning of the Act, or these unfair labor practices		
Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer has vi				
known Union supporter.				
3. Full name of party filing charge (if labor organization, go General Teamsters Local Union # 174	ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code 14675 Interurban Ave S	9)	4b. Tel. No. 206-441-7470		
Tukwila, WA 98168		4c. Cell No.		
		4d. Fax No.		
		4e. e-mail		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters				
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206-257-6012		
Here we will be storing	ny knowledge and belief.	Office, if any, Cell No.		
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Gabe Frumkin, Attorney (Print/type name and title or office, if any)	— Fax No. 206-378-4132		
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/16/2022	e-mail frumkin@workerlaw.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297756	7/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)		
Cadman Seattle		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail		
PO Box 97038 Redmond, WA 98073	(b) (6), (b) (7)(C)	g. e-mail ©IGLO @cadman.com		
		h. Number of workers employed 49		
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures	j. Identify principal product or service Concrete			
	ing in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.			
Within the last six months, the Employer has v	ement of the facts constituting the alleged unfair labor pract violated the Act by, among other things, engagin	ng in unlawful surveillance of a		
known Union supporter, requiring a known Union supporter to work excessive extra hours, and deviating from past practice by requiring a known Union supporter to undergo a physical examination upon return to work. The Employer engaged in this course of conduct in retaliation for the Union supporter's support for the Union and participation in protected activities.				
3. Full name of party filing charge (if labor organization, gi General Teamsters Local Union #174	ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code	2)	4b. Tel. No. 206-441-7470		
14675 Interurban Ave S Tukwila, WA 98168		4c. Cell No.		
		4d. Fax No.		
		4e. e-mail		
Full name of national or international labor organization International Brotherhood of Teamsters	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)		
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. 206-257-6012		
Halid Fuli	y knowledge and belief.	Office, if any, Cell No.		
(signature of representative or person making charge)	Gabe Frumkin, Attorney (Print/type name and title or office, if any)	Fax No. 206-378-4132		
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date	e-mail Frumkin@workerlaw.com		
		1		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297758	6/16/2022

INSTRUCTIONS:

|--|

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	
3625 Broadway A,	Howard Schultz, President and CEO	g. e-mail hschultz@starbucks.com
Everett, WA 98201		
		h. Number of workers employed approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	ices are practices affecting commerce within the mean	tion 8(a), subsections (1) and (3) of the ning of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state Within the past six months the E discharging in retaliation for discourage union activities or members	mployer discriminated against em concerted, protected activities or U	·
Full name of party filing charge (if labor organization, gi Workers United	ve full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	·)	4b. Tel. No
10/		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575 9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6001
Marina Multhaup, Attorney		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>6/16/2022</u>	e-mail multhaup@workerlaw.com
1		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed 11/3/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
	- Faralaura Danasantatian	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
3625 Broadway	Howard Schultz, CEO	hschultz@starbucks.com
Everett, WA 98201		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	11
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practi are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	8(a), subsections (1) and (3) of the of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state See Attachment	ment of the facts constituting the alleged unfair labor prac	tices)
3. Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
Service Employees International Union		
6. DECLA I declare that I have read the above are true to the best of m		Tel. No. (206) 257-6001
are true to the best of the		Office, if any, Cell No.
700900	Marina Multhaup, Attorney	Fax No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400	(Print/type name and title or office, if any)	(206) 378-4132
Address Seattle, WA 98119 Date 11/03/2022		multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about May 13, 2022, by (b) (6), (b) (7)(C)
 - telling employees that they were not permitted to write on the whiteboard;
 - threatening employees with unspecified reprisal if they wrote on the whiteboard;
 - threatening employees with discharge if they wrote on the whiteboard;
 - creating the impression of surveillance and engaging in surveillance of employee's protected activities; and
 - instructing employees, via the group crew chat, not to support the union.
- On about May 14, 2022, by interrogating employees about their union sentiments and support.

 On about May 21, 2022, by (b) (6), (b) (7)(C)

 telling employees that they were not permitted to write on the whiteboard; and
- - threatening employees with unspecified reprisal if they wrote on the whiteboard.

In addition, on about 2022, Starbucks discharged its employee (b) (6), (b) (7)(C) in retaliation for union and/or protected, concerted activities, and/or in order to discourage other employees in the exercise of such activities, in violation of Sections 8(a)(1) and (3).

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297794	6/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
Samuel, 11270201		h. Number of workers employed Approx. 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	, ==
The above-named employer has engaged in and is engage Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act	practices affecting commerce within the meaning of the A	8(a) , subsections (1) of the National ct, or these unfair labor practices are
2. Basis of the Charge (set forth a clear and concise state Within the past six months the Employer has u		-
"heritage" stores in order to determine wheth	er they have pro-union sympathies, with the	intent of keeping potential union
supporters from being employed at those stor	es.	
3. Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
1 1		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
	rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Service Employees International Union		_
6. DECLA	Tel. No.	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6001
Office, if any, Cell No.		
10m/ 00	Marina Multhaup, Attorney	
(signature of representative or person making charge) (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP		Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/16/2022	e-mail
		multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case 19-CA-297798

DO NOT WRITE IN THIS SPACE Date Filed 6/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer BRASHEAR ELECTRIC INC.		b. Tel. No.	
BIOGRAPHIC ELECTRIC INC.		(509) 783-1001	
		c. Cell No.	
		(b) (6), (b) (7)(C)	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
1601 COLUMBIA PARK TRL STE 204	(b) (6), (b) (7)(C)	g. e-mail	
		^{(b)(6),(1} @brashearelectric.com	
WA Richland 99352			
		h. Number of workers employed	
		40	
i. Type of Establishment (factory, mine, wholesaler, etc.)			
Construction Services	Electrical Construction		
The above-named employer has engaged in and is engaged		` '	
(list subsections) 3		oor Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	ractices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	r practices)	
See additional page			
See all all all all all all all all all a			
O Fall as well for a traffic and a supplied to the supplied to	sing full and an a final state of the state		
3. Full name of party filing charge (if labor organization, g Rylan Mitchell Grimes	give full name, including local name and number) Organizer		
International Brotherhood of Electrical Workers Local Uni		1 =	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
		(509) 735-0512	
114 N Edison St		4c. Cell No.	
WA Kennewick 99336-1958		(509) 619-4547	
		4d. Fax No.	
		(509) 735-0514	
		4e. e-mail	
		rylang@ibew112.com	
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)	
International Brotherhood of Electrical Workers, ALF-CIO			
6. DECLARATION		Tel. No.	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(509) 735-0512	
are true to the best of my knowledge and belief.		Office, if any, Cell No.	
Rylan Mitchell Grimes		(509) 619-4547	
(signature of representative or person making charge)	Organizer (Print/type name and title or office, if any)	— FN.	
		Fax No.	
114 N Edison St		(509) 735-0514	
114 N Edison St Address Kennewick WA 99336-1958	Date 06/17/2022 08:47:10 AM		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(3)

 $Within the \ previous \ six \ months, \ the \ Employer \ disciplined \ or \ retaliated \ against \ an \ employee(s) \ because \ the \ employee(s) \ joined \ or \ employee(s)$

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Selective Enforcement of Agreement	(D)(G),(D)(T)/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-297934	6/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which			
1. EMPI	LOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. 360-338-6340	
Connections Education LLC d/b/a Washington Connections Academy		c. Cell No. 360-338-6340	
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. 360-628-8808	
111 Tumwater Blvd. SE, Suite B203	(b) (6), (b) (7)(C)	g. e-mail	
Tumwater WA 98501		h. Number of workers employed Approximately104	
i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education		
The above-named employer has engaged in and is enga Labor Relations Act, and these unfair labor practices ar practices affecting commerce within the meaning of the	e practices affecting commerce within the meaning		
Within the last six months the employer has intimidated workers exercising their protected Section 7 rights and interfered with their protected activities by, subjecting workers to mandatory and coercive captive audience meetings.			
3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (206) 322-3010	
1914 N. 34 th St. Suite 100		4c. Cell No.	
Seattle WA 98103		(253) 297-9149 4d. Fax No.	
		(206) 547-5581	
		4e. e-mail sbright@seiu925.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
	ARATION charge and that the statements are true dge and belief.	Tel. No. (206) 257-6002	
Jana Chan Larner	Kathleen P. Barnard	Office, if any, Cell No.	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132	
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/21/2022	e-mail barnard@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-298023	6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region ii		ring.
1. EMP	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Amazon.com Services, LLC.		(206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o moil
440 Terry Avenue N	Andrew Jassy	g. e-mail
	CEO	
WA Seattle 98109		h. Number of workers employed 1000000
i. Type of Establishment (factory, mine, wholesaler, etc.,	j. Identify principal product or service	
The above-named employer has engaged in and is enga	aging in unfair labor practices within the meaning of sectio	on 8(a), subsections (1) and
(list subsections) 1,5		Relations Act, and these unfair labor
	eaning of the Act, or these unfair labor practices are prac	•
meaning of the Act and the Postal Reorganization Act.		
	tement of the facts constituting the alleged unfair labor pr	ractices)
2. Dusis of the charge (sectioning a clour and contains sta	to the facts constituting the dileged anial labor pr	delicesy
See additional page		
(b) (6), (b) (7)(C) y filing charge (if labor organization,	give full name, including local name and number)	
(b) (6), (b) (7)(C) thing charge (in labor organization,	give tail name, including to carnamo ananamosi,	
4a. Address (Street and number, city, state, and ZIP cod	do)	4b. Tel. No.
4a. Addiess (Street and Humber, City, State, and 21F COC	<i>(16)</i>	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	on of which it is an affiliate or constituent unit /to be filled in	
5. Full hame of hational of international abort organization	of constituent and animate of constituent and to be timed in	when charge is med by a labor organization;
6. DECL	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No.
(b) (6), (b) (7)(C)		
Address Date 06/22/2022 07:28:01 AM		e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	10.04.000000	Date Filed
	19-CA-298023	6/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurred.	urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Amazon.com Services, LLC.		(206) 266 1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
440 Terry Avenue N	Andrew Jassy	g. e mail
	CEO	
MA 0 HI - 00400	020	
WA Seattle 98109		h. Number of workers employed
		1000000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal productor service	
		49
The above named employer has engaged in and is engaged		
(list subsections) 1,5		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair laborp	ractices)
An Employer Representative made un	lawful statements in a public forum	The Employer refuses to
recognize the Union, and in spite of an	·	
,	• •	•
Employer wishes to bypass the union		
statements & actions have the potential	al to inflict irreparable injury upon ong	joing union organizing efforts
throughout the country		
(b) (6), (b) (7)(C) filling charge (if labororganization, g	ive full name, including local name and number	
(b) (6), (b) (7)(C) and ge (a laber organization, g	ive rainanc, including local name and namely	
Address (Street and number, city, state, and ZIP code		4b. Tel. No.
Ta. Addiess (Street and Hamber, Sky, State, and 21 Code	-/	(b) (6), (b) (7)(C)
(1) (2) (1) (7)(2)		4c. Cell No.
(b) (6), (b) (7)(C)		40. OCH 140.
		4d. Fax No.
		40.1 82110.
		4e.e mail
		(b) (6), (b) (7)(C)
5 Sull and a facility of a single state of the sull of	- final interest in the second of the second	
5. Full name of national or international labororganizatio	not which it is an affiliate or constituent unit (to be filled i	n when charge is filed by a labor organization)
6. DECL/	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements	(b) (6), (b) (7)(C)
are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Onice, ii arry, ceii No.
		Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	T GATIO.
(b) (6), (b) (7)(C)		o mail
Address	Date_06/24/2022	e mail (b) (6), (b) (7)(C)
		(3) (3), (3) (1)(3)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
	Date Filed	
19-CA-298027	6-21-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Pacific Aerospace & Electronics-Bonded Metals		(360) 683-4167
		c. Cell No.
		f Fay Na
	- Familia - Barra - Markin	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2249 Diamond Point Road	e. Employer Representative	g. e-mail
2249 Diamond Foint Noad	(b) (6), (b) (7)(C)	9.5
WA 0		pacaero.com
WA Sequim 98382		h. Number of workers employed
		8
i. Type of Establishment (factory, mine, wholesaler, etc.) Aerospace & Defense	j. Identify principal product or service	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectio	n8(a), subsections (1) and
(list subsections) 3	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
3 (3 · · · · · · · · · · · · · · · · · · ·	,
See additional page		
ooo additional pago		
3. Full name of party filing charge (if labor organization, g Jonathan Shapiro IAM District Lodge 751	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
		(206) 538-8820
		4c. Cell No.
9125 15th Place South		
WA Seattle 98108		4d. Fax No.
		1.0.7.0.7.10.
		4e. e-mail
		jshapiro@iam751.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit <i>(to be filled in</i>	when charge is filed by a labor organization)
International Association of Machinists		
***-	ARATION	Tel. No.
I declare that I have read the above charge and that the statements		(206) 538-8820
are true to the best of my knowledge and belief.		Office, if any, Cell No.
Jonathan Shapiro		5.1100, ii diij, 0011110.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
9125 15th Place South		
Address Seattle WA 98108	Date 06/21/2022 04:05:31 PM	e-mail jshapiro@iam751.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(3)

 $Within the \ previous \ six \ months, \ the \ Employer \ discharged \ an \ employee(s) \ because \ the \ employee(s) \ joined \ or \ supported \ a \ labor$

organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	^{©)(©, ©)(7} /2022
(b) (6), (b) (7)(C)	^{(0)(6), (0)(7)} /2022
(b) (6), (b) (7)(C)	^{107(5), 107(7)} /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Date Filed 6/22/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
a. Name of Employer	LOYER AGAINST WHOM CHARGE IS BROUGHT	
Loomis Fargo		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 4202 East Freya	e, Employer Representative (b) (6), (b) (7)(C)	f. Fax. No.
Spokane, WA 99223	(b) (b), (b) (r)(C)	g. e-mail (b) (6), (b) (7)(C) @us.loomis.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Armored car facility	j. Identify principal product or service Security	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) $\delta(a)(5)$	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		and a modeling dominier of within the
 Full name of party filing charge (if labor organization, gi International Union, Security, Police and Fire Profe 	essionals of America (SPFPA) and its Local 13	
4a. Address (Street and number, city, state, and ZIP code 25510 Kelly Rd. Roseville, MI 48066)	4b. Tel. No. 586-772-7250
		4c. Cell No.
		4d. Fax No. 586-772-9644
		4e. e-mail
 Full name of national or international labor organization International Union, Security, Police and Fire Profe 	of which it is an affiliate or constituent unit (to be filled in essionals of America (SPFPA)	in when charge is filed by a labor organization)
I declare that I have read the above are true to the best of m	e charge and that the statements	Tel. No. 313-964-5600
Tacue N. Elle	Rachel N. Helton, Attorney	Office, if any, Cell No.
(sigkature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 313-964-2125
Address 28 W. Adams, Ste. 300, Detroit, MI 48226	5 Date Jun 22, 2022	e-mail rachel@unionlaw.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case	
	19-CA-298127

DO NOT WRITE IN THIS SPACE Date Filed 6/23/2022

INSTRUCTIONS:

I 1 EMDI	which the alleged unfair labor practice occurred or is on OYER AGAINST WHOM CHARGE IS BROUGHT	couring.
a. Name of Employer	LOTER AGAINST WHOW CHARGE IS DROUGHT	b. Tel. No.
The GEO Group. Inc		(b) (6), (b) (7)(C)
The GEO Gloup. Inc		
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o mail
4955 Technology Way	(b) (6), (b) (7)(C)	g. e-mail
		(®)(®),(®)(F)(C) @geogroup.com
FL Boca Raton 33431		h. Number of workers employed
		300
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	<u>'</u>
Others	Security	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) 5,1	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labo	r practices)
Soo additional page		
See additional page		
(b) (6), (b) (7)(C)	give full name, including local name and number) President Local 883	
(b) (6), (b) (7)(C) UGSOA Local 883 g charge (if labor organization, g	give full name, including local name and number) President Local 883	
		4b. Tel. No.
UGSOA Local 883		4b. Tel. No. (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod		
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36		(b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod		(b) (6), (b) (7)(C) 4c. Cell No.
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36		(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36		(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36		(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36	le)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organization	le)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union	en of which it is an affiliate or constituent unit <i>(to be fille</i>	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union 6. DECL	on of which it is an affiliate or constituent unit <i>(to be fille</i>	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No.
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union 6. DECL I declare that I have read the abo	on of which it is an affiliate or constituent unit (to be fille ARATION ove charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union 6. DECL I declare that I have read the abo	on of which it is an affiliate or constituent unit <i>(to be fille</i> ARATION ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union 6. DECL I declare that I have read the aborate true to the best of national city.	on of which it is an affiliate or constituent unit (to be fille ARATION ove charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP cod 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organizatio UGSOA International Union 6. DECL I declare that I have read the aborate true to the best of national city.	on of which it is an affiliate or constituent unit <i>(to be fille</i> ARATION ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP code) 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organization UGSOA International Union 6. DECL I declare that I have read the above are true to the best of respectively.	ARATION Ove charge and that the statements ony knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)
UGSOA Local 883 4a. Address (Street and number, city, state, and ZIP code) 2602 S 38th Street Unit #36 WA Tacoma 98409 5. Full name of national or international labor organization UGSOA International Union 6. DECL I declare that I have read the aborate true to the best of national (b) (6), (b) (7)(C) (signature of representative or person making charge)	ARATION Ove charge and that the statements ony knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Controlled delivines.
Work Rule
People are not properly trained

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Forcing unit members to perform non unit member wo	04/27/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-298200	Date Filed 6/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	Which the alleged unfair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT.	ig.
a. Name of Employer	OTENAGAINST WHOM CHANGE IS BROOGHT	b. Tel. No.
Shunyata Research Inc.		(360) 598-9935
		c. Cell No.
		6. 33. 110.
		f. Fax. No.
		- It day No.
d. Address (Street, city, state, and ZIP code) 26273 12 Trees Lane NW Suite D	e. Employer Representative	g. e-mail
20273 12 Trees Latte NWV Suite D	(b) (6), (b) (7)(C)	g. o maii
WA Poulsbo 98370		h. Number of workers employed
		20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Misc. Fabricated Products	Premium Audio Equipment/Cables	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) 1	of the National Labor R	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	ctices)
See additional page		
l coo additional page		
Fire deal (file beautiful file)	in full access in chedical and access and comband	
(b) (6), (b) (7)(C) filing charge (if labor organization, g	ilve tuli name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
44. Addless (Street and number, city, state, and zir code	5)	(b) (6), (b) (7)(C)
		4c. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
4d. Fax No.		4d. Fax No.
		4
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	vhen charge is filed by a labor organization)
6 DECL	ARATION	Tel No.
	ove charge and that the statements	(b) (6), (b) (7)(C)
	ny knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		-
Address	Date 06/24/2022 01:58:27 PM	e-mail
	<u> </u>	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)/2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Threat of termination if incident repeated again	^{(D) (S), (D) (7} /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Work questions routed through supervisors

Page: 1 of 1 2022-06-25 01:51:22 GMT 14259521715 From: Kaitlyn Resendez

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

DocuSign Envelope ID: 178B626F-4761-423E-BFBC-91FCEB290FA2

Form NLRB - 501 (3-21)

a Name of Employer

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS:

To:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-298270 6/27/2022

Bothell Pediatric & Hand Therapy		(425)481-1933
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 18504 Bothell Way NE, Bothell, TX	e. Employer Representative Carol Dean	f. Fax No.
98011		g. e -mail
		carold@bpht.com
		h. Number of Workers Employed
i Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
whelesaler, etc.)		
Clinic	Pediatric clinic	
and/or in order to discourage protected Since about the past six months, the Er exercise of rights protected by Section wages with one another. Since about the past six months, the Er	concerted activities. Inployer has interfered with, restrain of the Act by threatening employe Inployer as interfered with, restraine Include the promulgating and maintaining	esendez by terminating her in retaliation for ned, and coerced its employees in the ees with discipline if they discussed their ed, and coerced its employees in the exercise g a rule prohibiting employees from discussing
3. Full name ef party filing charge (if labor organiz Kaitlyn Resendez	zation, give full name, including local name a	and number)
4a. Address (Street and number, city, state, and i		4b. Tel. No.
18414 104th Ave. NE, Apt. 222, Both	ell, WA 98011	(210)601-9323
		4c. Celi No.

4d. Fax No. 4e. e-mail kresendez99@gmail.com 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION Tel. No. I declare that I have read the above charge and that the statements are true to the best of my (210)601-9323 DocuSigned by: knowledge and belief. Office, if any, Cell No. Kaitlyn Resendez (Print/type name and little or office, if (signature of representative or person making charge) Fax No. any) Address: 18414 104th Ave. NE, Apt. 222, Date: e-mail 6/24/2022 kresendez99@gmail.com Bothell, WA 98011

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-298296	6/27/2022

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT	<u>1g.</u>
a. Name of Employer	STEIN OF MICH WITCH STEIN STEI	b. Tel. No.
Marathon Petroleum		(360) 293-9119
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10200 March Point Rd.	e. Employer Representative	g. e-mail
10200 March Folht Rd.	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
WA Anacortes 98221		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Chemical Manufacturing	Refined Products	
The above-named employer has engaged in and is engaged (list subsections) 5 practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor R aning of the Act, or these unfair labor practices are practic	delations Act, and these unfair labor des affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	ctices)
See additional page		
(b) (6), (b) (7)(C) ^{of} party filing charge (if labor organization, g United Steelworkers Local 12-591	ive full name, including lo (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	nof which it is an affiliate or constituent unit (to be filled in w	vhen charge is filed by a labor organization)
United Steelworkers		
	ARATION	Tel. No.
	ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C) Office, if any, Cell No.
(b) (6), (b) (7)(C) 	(b) (6), (b) (7)(C)	
presentative or person making charge) (b) (6), (b) (7)(C)	(Print/type name and title or office, if any)	Fax No.
Address	Date 06/27/2022 04:36:39 PM	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-298529	Date Filed 6/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	LOYER AGAINST WHOM CHARGE IS BROUGHT	uring.
a. Name of Employer	TOTER AGAINST WITOM GLIARGE TO BROOGHT	b. Tel. No.
1stMile LLC		(b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
1stMile 8383 158 Ave NE, #100	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6). (b) (7)(C) @1stmile.com
WA Redmond 98052		h. Number of workers employed
		12
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i>	j. Identify principal product or service	
Technology	customer support for an app	
The above-named employer has engaged in and is enga		ion 8(a), subsections (1) and
(list subsections) 5		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	eaning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise stat	ement of the facts constituting the alleged unfair labor	practices)
	,	,
See additional page		
3. Full name of party filing charge (if labor organization, that is Romich	give full name, including local name and number)	
CWA Local 7800	District Director of Organizin	g
4a. Address (Street and number, city, state, and ZIP cod	(e)	4b. Tel. No.
		(303) 770-2822
		4c. Cell No.
8085 E Prentice Ave		(720) 469-0658
CO Greenwood Village 80111		4d. Fax No.
44. FAXINO.		
		4e. e-mail
		kromich@cwa-union.org
5. Full name of national or international labor organization	an of which it is an affiliate or constituent unit /to be filled	in when charge is filed by a labor organization)
	who who had an animate of constituent and to be timed	in when enarge is med by a labor organization)
Communications Workers of America		
	ARATION	Tel. No.
	ove charge and that the statements	(303) 770-2822
	ny knowledge and belief.	Office, if any, Cell No.
KatRen	Katie Romich	(720) 469-0658
(signature of representative or person making charge)		Fax No.
	(Filliotype fiame and file of office, if any)	
8085 E Prentice Ave		e-mail
Address Greenwood Village CO 80111	Date 06/29/2022 04:48:19 PM	kromich@cwa-union.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Announced return to office policy without bargaini	06/15/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 19-CA-298530	Date Filed 6/29/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	OYER AGAINST WHOM CHARGE IS BROUGHT	urnng.
a. Name of Employer	OTENAGAINOT WHOMOHANGE IO BROOGHT	b. Tel. No.
United Parcel Service		(b) (6), (b) (7)(C)
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6177 N Basin Avenue	e. Employer Representative	g. e-mail
0177 IN Dasiii Avenue	(b) (6), (b) (7)(C)	g. o maii
		(b) (6), (b) (1) @ups.com
OR Portland 97217		h. Number of workers employed
		38
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	<u> </u>
Transportation	Package Delivery	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	ion8(a), subsections (1) and
(list subsections) 5	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	oractices)
See additional page		
oce additional page		
2 Full pages of most efficiency because //full-barrows in office	in a full page of the diagram and a contract and	
3. Full name of party filing charge <i>(if labor organization, g</i> Alex Garcia	Business Agent	
Teamsters Local 690	-1	4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code	<i>9)</i>	
		(509) 720-9139
1912 North Division Street Ste 200		4c. Cell No.
WA Spokane 99207		
		4d. Fax No.
		4 "
		4e. e-mail agarcia@teamsterslocal690.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit <i>(to be filled</i>	in when charge is filed by a labor organization)
International Brotherhood of Teamsters		
6. DECL	ARATION	Tel. No.
	ove charge and that the statements	(509) 720-9139
	ny knowledge and belief.	Office, if any, Cell No.
Olen An-	Alex Garcia	omoc, ii arry, coii rec.
(aignatura of rapragantativa ar paraga making at a see	Business Agent	Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	
1912 North Division Street Ste 200		e-mail
Address Spokane WA 99207	Date 06/29/2022 05:06:40 PM	agarcia@teamsterslocal690.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Installing Camera"s into the Package Cars	06/29/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-298551	6/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in v	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
Staroucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
3625 Broadway	Howard Schultz, CEO	hschultz@starbucks.com
Everett, WA 98201		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practi are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor prac	tices)
Within the past six months the Employer has been sold by the control of the Employer has been sold by the Employer has been sold by the Employer has been sold by the Employer has been sold been sold by the Employer has been sold by the Employer h	thts and refusing to allow a Weingarten rep	by disciplining by disciplinin
3. Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
Service Employees International Union		
6. DECLA		Tel. No.
I declare that I have read the above are true to the best of me		(206) 257-6001 Office, if any, Cell No.
10/m# 12	Maning Marille and Attack	
(signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date 06/30/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-298551	11/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in v	which the alleged unfair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
d Address (Street eity etate and 7/D ands)	e. Employer Representative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)		g. e-mail
3625 Broadway	Howard Schultz, CEO	hschultz@starbucks.com
Everett, WA 98201		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practi are practices affecting commerce within the meaning of the	ing in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning le Act and the Postal Reorganization Act.	8(a), subsections (1) and (3) of the of the Act, or these unfair labor practices
Basis of the Charge (set forth a clear and concise state See Attachment	ment of the facts constituting the alleged amail fabor pract	ivesy
3. Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
I declare that I have read the above	ARATION we charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6001 Office, if any, Cell No.
Mutto	Marina Multhaup, Attorney	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 11/03/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about June 21, 2022.
 - o by (b) (6), (b) (7)(C)
 - creating the impression of surveillance and/or engaging in surveillance of Store employees' union and/or protected, concerted activities; and
 - telling Store employees that their crew chat app would be going away in response to their union and/or protected, concerted activities; and
 - by (b) (6), (b) (7)(C)
 - attempting to conduct an investigatory interview of a union-represented employee in the absence of a Union representative, despite the employee's repeated request for a Weingarten representative; and
- On about June 28, 2022.
 - o by (b) (6), (b) (7)(C)
 - threatening Store employees that they would be separated from the Company if they continued to engage in union and/or protected, concerted activities using the Store's whiteboard; and
 - o by $^{(b)}$ and $^{(b)}$ $^{(b)}$ $^{(b)}$ $^{(b)}$ $^{(b)}$ $^{(b)}$ $^{(7)}$
 - attempting to conduct an investigatory interview of a union-represented employee in the absence of a Union representative despite the employee's request for a Weingarten representative, after insisting that the employee's Union representative leave the room.

In addition, on about union and/or protected, concerted activities, including weingarten rights, and/or in order to discourage other employees in the exercise of such activities, in violation of Sections 8(a)(1) and (3).

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRIT	E IN THIS SPACE
Case 19-CA-298626	Date Filed 6/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the		ring.
	GAINST WHOM CHARGE IS BROUGHT	I Talah G
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Fred Meyer Stores		c. Cell No.
		f. Fax No.
 Address (Street, city, state, and ZIP code) 101 Wellsian Way, Richland, WA 99352 	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
,	(b) (6), (b) (7)(C) P.O. Box 42121, Portland,	
	Oregon 97242-0121	h. Number of workers employed 500 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service groceries and general merchandise	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and (list
subsections) (1) (3)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A		infair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise statement of		
Within the last six months, the employer has discrin	ninated against and unlawfully termina	ted the employment of bargaining
unit employee (b) (6), (b) (7)(C)		
3. Full name of party filing charge (if labor organization, rive full	I name including local name and number)	
Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Local Commercial Commerci	I No. 3000	
4a. Address (Street and number, city, state, and ZIP code)		^{4b. Tel. No.} 206-436-6700
5030 First Avenue South, Suite 200, Seattle, WA 98 c/o Teasha Karell	8134	4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		tkarell@ufcw3000.org
5. Full name of national or international labor organization of whorganization) United Food and Commercial Workers		d in when charge is filed by a labor
6. DECLARATION I declare that Lhave read the above charge and that the stalements		Tel. No. 253-528-0278
By James	es G. McGuinness	Office, if any, Cell No.
	(Print/type name and title or office, if any)	Fax No. 253-528-0276
4218 227th Ave. Ct. East, Buckley, WA 9932	1 6-29-2022	e-Mail (b) (6), (b) (7)(C)
Address	(date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CB-296860	6-1-2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.	
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH				
a. Name		b. Union Rep		to contact	
International Aerospace Machinist 751		(b) (6), (b) (7)(C)			
		Title: (b) (6), (b) (7)(C)		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	00	e. Cell No.	
9125 15th PI S		(206) 763-13 f. Fax No.	00	g. e-Mail	
WA Seattle 98108		I. Fax INU.		© ^(©) @iam751 org	
h. The above-named labor organization has engaged in and is engagin (1)(A)				8(b) and (list subsections) and these unfair labor practices	
are practices affecting commerce within the meaning of the Act, or the	nese unfair labor practices are	e practices affe	ecting comm	nerce within the meaning of	
the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the	facts constituting the alleged	d unfair labor p	ractices)		
See additional page					
e e e e e e e e e e e e e e e e e e e					
Name of Employer		4a. Tel. No.		b. Cell No.	
IAM CREST		(301) 967-47	07	(202) 510-4372	
um orteor		c. Fax No.		d. e-Mail	
				Mouthout@iamaw.org	
Location of plant involved (street, city, state and ZIP code)			6 Employ	er representative to contact	
9000 Machnist Place			Michael (•	
MD Upper Mar boro 20772					
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed	
Full name of party filing charge		11a. Tel. No.		b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b)(0),(b)(1)(0)		c. Fax No.		d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	,				
12. DECLARATION	hest of my knowledge and helief	Tel.	No. (b) (6), (b	o) (7)(C)	
I declare that I have read the above charge and that the statements are true to the I (b) (6), (b) (7)(C)	b) (6), (b) (7)(C)	Cell		7	
	name and title or office, if any	_	(b) (6), (b	o) (7)(C)	
, s	and also or omos, it dry	Fax	No.		
(b) (6), (b) (7)(C)		0.14	oil		
Address		02:13:15 PM		, (b) (7)(C)	
	(date)		(\mathbf{b})	, (~) (1)(~)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

FIRST AMENDED

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case 19-CB-296860	Date Filed 7/19/2022			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR I				T		
a. Name InternationalAerospace Machinist 751 b. Unio			on Representative to contact (b) (7)(C)			
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	200	e. Cell No.		
9125 15th PI S WA Seattle 98108		f. Fax No.	300	g. e-Mail		
h. The above-named labor organization has engaged in and is engaged (1)(A) (2) are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	of the Nat	ional Labor Re	lations Act	, and these unfair labor practices		
Basis of the Charge (set forth a clear and concise statement of the concise statement of th	the facts constituting the allege	ed unfair labor p	oractices)			
3. Name of Employer IAM CREST		4a. Tel. No. (301) 967 47 c. Fax No.	707	b. Cell No. (202) 510-4372 d. e-Mail Mouthout@iamaw.org		
 Location of plant involved (street, city, state and ZIP code) 9000 Machnist Place MD Upper Marlboro 20772 				oyer representative to contact Oathout		
7. Type of establishment (factory, mine, whole saler, etc.)	8. Identify principal produc	t or service	9. Numi	ber of workers employed		
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No (b) (6), (b) (7) c. Fax No.		b. Cell No. (b) (6), (b) (7)(C) d. e Mail		
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)		
(b) (b), (b) (7)(c)	the best of my knowledge and belief (b) (6), (b) (7)(C) The name and title or office, if an arrange (date)	Cell	No. (b) (6), No	(b) (7)(C) (b) (7)(C) 6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

8(b)(2)

The Employer requires its employees to become members of a union as a condition of employment, deducts union dues from the wages of those employees, and transmits those dues to a labor organization that does not represent employees, in conduct in violation of Section 8(b)(1)(A) and (2) of the Act

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CB-296884	6/2/2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.	
 LABOR ORGANIZATION OR ITS 	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT		
a. Name			b. Union Representative to contact		
Branch 1528		(b) (6), (b) (7)(C)			
		Title: (b) (8) (b	\ (7\(C\)		
		Title: (b) (6). (b) (1)(C)		
		d Tal Na		I. Call No.	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	00	e. Cell No.	
3500 W Court		(509) 543-21	09	Mail	
WA Pasco 99301		f. Fax No.		g. e-Mail	
h. The above-named labor organization has engaged in and is engagir	ng in unfair labor practices wit	hin the meanir	g of section	8(b) and (list subsections)	
(1)(A)	of the Natio	onal Labor Rela	ations Act, a	and these unfair labor practices	
are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	hese unfair labor practices ar	e practices affe	ecting comm	nerce within the meaning of	
			<i>c</i>		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)		
Con additional page					
See additional page					
Name of Employer		4a. Tel. No.		b. Cell No.	
USPS		(509) 543-21	89		
		c. Fax No.		d. e-Mail	
		1			
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative to contact	
3500 W Court					
WA Pasco 99301					
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed	
40. 5:11	<u> </u>	110 Tel N-	l <u> </u>	h Coll No	
10. Full name of party filing charge		11a. Tel. No. (b) (6), (b) (7)(b. Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)			<u> </u>		
		c. Fax No.		d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)					
12. DECLARATION		Tel.	No.	2/7/01	
I declare that I have read the above charge and that the statements are true to the			(b) (6), (b	5) (7)(C)	
(b) (6), (b) (7)(C)	Cell		SV (7)(C)	
(s of representative or person making charge) (Print/type	name and title or office, if any		(b) (6), (b) (1)(0)	
		Fax	NO.		
(b) (6), (b) (7)(C)		0.14	oil		
	DRIDZIOOOO	е-М		(b) (7)(C)	
Address	(date)_08/02/2022	55.56.56 AW	$(\mathbf{b})(\mathbf{c})$, (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	19-CB-297178	Date Filed 6/7/2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

to the chief the third the transfer that the transfer the			project, and the production of the second			
1. LABOR ORGANIZATION OR IT	S AGENTS A	GAINST WHICH CHARG	E IS BROU	GHT		
a. Name United Steel, Paper and Forestry, Rubber, Manufacturing, E Service Workers Union, District 12	nergy, Allie	ed Industrial and	b. Union Re (b) (6), (b)	epresentative (7)(C)	o contact	
c. Address (Street, city, state, and ZIP code)			d. Tel. No. (253) 854-	-4536	e. Cell No.	
24437 Russell Rd Ste 205 Kent, WA 98032-1787			f. Fax. No. (253) 854	-4609		
				@usw.org		
 h. The above-named labor organization has engaged in and is enga (1)(A) practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the 	the Act, or th	of the Natior	nal Labor Re are practice	elations Act, and as affecting co	nd these unfair labor	
During the last six months, the above-named Union, through member (b) (6), (b) (7)(C) and other similarly situated providing false information regarding resolution of unfair la	members for	or unfair, arbitrary, inv	idious and	discriminate	l to fairly represent ory reasons by	
3. Name of Employer Port Townsend Paper Company		4a. Tel. No. (360) 379-2033	b. Cell No.		c. Fax No.	
		d. e-mail christina.ta@crownpa	pergroup.c	com		
5. Location of plant involved (street, city, state and ZIP code) 100 Mill Rd Port Townsend, WA 98368-2246			Christina	Employer representative to contact Christina Ta Human Resources Manager		
7. Type of establishment (factory, mine, wholesaler, etc.) Paper Mill	8. Identify pr Paper Prod	rincipal product or service lucts		9. Number of 100+	f workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)						
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)				
12. DECLARATION (b) (6) (b) (7)(C) Lideclare that I have read the above charge	and that the			Tel. No. b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) the best of my knowled	-	(7)(C), an Individual	[Cell No.		
ng charge)	(Print/type na	me and title or office, if any)	1	Fax No.		
Address (b) (6), (b) (7)(C)		Date <u>Ø6/07/2</u>	220	e-mail b) (6), (b) (7	7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA DO NOT WRITE IN THIS SPACE	
NATIONAL CABOR RELATIONS BOARD Case Date fleet	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS 19-CB-297587 6/14/2022	
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor occurred or is occurring.	r practice
LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT a. Name	_
SEIU 1199NW	17
GEIO 1199NW	
c. Address	
15 S Grady Way #200, Renton, WA 98057 (425) 917-1199	
f. Fax No. g. e-Mail	N 30
 h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of 8(b), 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Resident the Characteristics of the Act and the Postal Reorganization Act. 	f section eaning of
Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	A 3-
The second secon	
MCalifornia da la la companya de la	
Within the last six (6) months, the above-named labor organization has restrained and coerced employees	in the
exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)	(C)
regarding a hostile work environment created by (b) (6), (b) (7)(C) for arbitrary or discriminatory re	
in bad faith.	sasons of
N y N	
Name of Employer UW Medical Center North West 4a. Tel. No. 4b. Cell No.	
4c. Fax No. 4d. e-Mail	
Location of Plant involved (street, city, state, and ZIP code) 6. Employer representative to contact	
1550 N 115th Street, Seattle, WA 98133 (b) (6), (b) (7)	
7. Type of Establishment (factory, mine, wholeseler) 8. Principal product or service 9. Number of Workers e	mplayed
	Прюуеф
Hospital Medical services 10 10. Full name of party filing charge 11a. Tel. No. 11b, Cell No.	
(b) (6), (b) (7)(C)	
11c. Fax No. 11d e-Mail	
11. Address of party filling charge (street city state end ZIP code) (b) (6), (b) (7)(C)	
12. DECLARATION	
declare that I have read the above charge and that the statements therein are true to the host of my knowledge and he	line.
(b) (6), (b) (7)(C)	nei.
H/I	
(b) (6), (b) (7)(C)	
(s) Print/type name and title or office, if any (b) (6), (b) (7)(C)	
Address:	
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST LABOR ORGANIZATION**

	FORM EXEMPT UNDER 44 U.S.C 3512				
DO NOT WRITE	N THIS SPACE				
	Date Filed				
19-CB-297968	6/21/2022				

The control of the	OR ITS AGENTS	19	-CD-2978	00	6/21/2022			
INSTRUCTIONS: File an original v	with NLRB Regional Director for the	region in which the alleged o	ınfair labor prad	tice occurr	ed or is accurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT								
a. Name			b. Union Rep		to contact			
Greater Seattle American Pr	ostal Workers Union		(b) (6), (b) (7)(C)				
			1					
c. Address (Street, city, state, and	ZIP code)		d. Tel. No.	30	e. Cell No.			
P.O. Box 48148 Burien, WA 98148			f. Fax No.	36	(b) (6), (b) (7)(C)			
ballett, WA 30140			128 September 2007		g. e-Mail			
			206241793		(b) (6), (b) (7)(C)			
 The above-named organization(s subsection(s) (list subsections) 	s) or its agents has (have) engaged 8(b)(1)(A)				the meaning of section 8(b), and these unfair labor practices			
are unfair practices affecting con	nmerce within the meaning of the Ar							
meaning of the Act and the Post	The second of th	- TO			<u> </u>			
(b) (6), (b) (7)(C)	elear and concise statement of the has restrain and surpress				rcise of my rights to			
maries as east	utive Board Meeting. (1000) 100			to the same and	was on my "hit list" to			
	ing will attest to this and [0](6),(0)							
The second secon	nutal verbal arguement with s							
	K.C, Harassement petition			and the same of the same of	the Judge dismissed			
the petition without prejudic	ed. ^{016,017} /22 ^{016,017} misused	authority to quash	a motion at t	he EBM	that was passed by the			
	22 who is the highest rulin							
minutes confirms the motion	passed. Adding more divis							
	22 meeting. The 06.00722 re							
	lly ignored the National Cons							
involved in union business a	although the National Constri	tulonis clear tha retiree	es must pay	full per c	apita tax to be a			
	behavior is unbecom	ing (b) (b), (b) (7)(c)and de	etremential te	o the loca	al union and			
n embership. 3. Name of Employer			4a. Tel. No.	(7)	b. Cell No.			
GSAL APWU			(b) (6), (b)	(1)	(b) (6), (b) (7)			
					1			
	2062417939				(b) (6), (b) (7)(C)			
5. Logation of plant involved (street 132 SW 153rd	ei, city, state and ZIP code)			6, Émplo (b) (6)	ver representative to confact (b) (7)(C)			
Burien, WA 98148				(5) (5),				
7. Type of establishment (factory)	mina subalagalar ata l	Identify principal product	t ne constan	O Numb	er of workers employed			
	mine, wholesaler, etc.)	o. scenary principal produc	t or service	under 1	10.00 to 10.			
Union Representation			Tata Tal Ma	l				
(b) (6), (b) (7)(C) y filing charg	е		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)			
c. Fax No.			d. e-Mail					
	(stand all state and 200 and a)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C) ^{charge}	(street, city, state and ZIP code.)				(b) (b) , (b) (1)			
(b) (6), (b) (7)(C)								
I declare	LARATION	the best of my knowledge and bel	Tel.	No(b) (6),	(b) (7)(C)			
	(b) (6), (b							
By		name and title or office, if a		^{No} (b) (6),	(b) (7)(C)			
,0	- 3-7 (i imptype	und and at annou, it as	Fax	No. (b) (6)	, (b) (7)(C)			
(b) (6), (b) (7)(C			e-M					
		/d-t-100H		(b) (6), (b) (7)(C)			
Address		(date)06/1	15055	` ' \				

WILL FUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1991) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE						
Case	19-CB-298275	Date Filed 6/27/2022				

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	oresentative	to contact
United Food and Commercial Workers local 555		(b) (6), (b) (7)(C)	
		Title: (b) (6), (b) (7)(0	C)
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	(C)	e. Cell No.
7095 SW Sanburg St		(b) (6), (b) (7)	(C)	a a Mail
OR Tigard 97223		f. Fax No.		g. e-Mail (^{(3)(6), (6)}]@ufcw555 org
				@dicw355 org
h. The above-named labor organization has engaged in and is engaging				
(1)(A) are practices affecting commerce within the meaning of the Act, or the	hese unfair labor practices ar	e practices aff	ecting comm	and these unfair labor practices nerce within the meaning of
the Act and the Postal Reorganization Act.	-			
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor _l	oractices)	
See additional page				
oce additional page				
A News of Frankria		4a. Tel. No.		b. Cell No.
Name of Employer Fred Meyer		(360) 619-17	700	b. Con No.
Fred Weyer		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)			6 Employ	ver representative to contact
2500 Columbia House Blvd			O. Lilipioy	rei representative to contact
WA Vancouver 98661				
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	or service	9. Numbe	er of workers employed
1. Type of colabilities (factory, mino, minorcales, etc.)	o. Idonary principal product	01 301 1100	o. Harriso	or nomero empreyed
40. Full pages of party filing shares		11a. Tel. No	<u> </u>	b. Cell No.
10. Full name of party filing charge		(b) (6), (b) (7)		D. Cell No.
(b) (6), (b) (7)(C)		c. Fax No.	, ,	d. e-Mail
AA Address of sectoffice shows (1, 1, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,				(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				
(3) (0), (3) (1)(0)				
12. DECLARATION		Tel.	No.	-1 (7)(0)
I declare that I have read the above charge and that the statements are true to the		0.1	(b) (6), (b	b) (7)(C)
(D: U	(b) (6), (b) (7)(C)		No.	
(signature of representative or person making charge) (Print/type	name and title or office, if any		No.	
(b) (6) (b) (7)(C)				
(b) (6), (b) (7)(C)		e-M		(b) (7)(C)
Address	(date)(date	12:26:19 PM	(b) (b)), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.